

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Surface Transportation Board

REPORTING PERIOD: FY 2007

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR

	COUNSELINGS	INDIVIDUALS
A. TOTAL COUNSELED	6	6
1. COUNSELED WITHIN 30 DAYS	6	6
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0

ADR INTAKE OFFICER

	COUNSELINGS	INDIVIDUALS
B. TOTAL COUNSELED	0	0
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
3. COUNSELED BEYOND 90 DAYS		

COMBINED TOTAL

	COUNSELINGS	INDIVIDUALS
C. TOTAL COUNSELED	6	6
1. COUNSELED WITHIN 30 DAYS	6	6
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
3. COUNSELED BEYOND 90 DAYS	0	0
4. COUNSELED DUE TO REMANDS	0	0

D. COUNSELING THAT DID NOT RESULT IN FILING OF COMPLAINT

	COUNSELINGS	INDIVIDUALS
TOTAL	6	6
1. EEO COUNSELOR	6	6
2. ADR INTAKE OFFICER		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	1	1	\$15,000
1. COMPENSATORY DAMAGES	1	1	\$10,000
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEYS FEES AND COSTS			\$
5. OTHER (PLEASE SPECIFY)	1	1	\$5,000
6. OTHER (PLEASE SPECIFY)			\$
7. OTHER (PLEASE SPECIFY)			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS
TOTAL	0	0
1. NEW HIRES		
2. PROMOTIONS		
3. REINSTATEMENTS		
4. EXPUNGEMENTS		
5. TRANSFERS		
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS		
7. REASONABLE ACCOMMODATIONS		
8. TRAINING		
9. APOLOGY		
10. OTHER (Please specify)		
11. OTHER (Please specify)		
12. OTHER (Please specify)		

G. ADR SETTLEMENTS WITH MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEYS FEES AND COSTS			\$
5. OTHER (PLEASE SPECIFY)			\$
6. OTHER (PLEASE SPECIFY)			\$
7. OTHER (PLEASE SPECIFY)			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS

	COUNSELINGS	INDIVIDUALS
TOTAL	0	0
1. NEW HIRES		
2. PROMOTIONS		
3. REINSTATEMENTS		
4. EXPUNGEMENTS		
5. TRANSFERS		
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS		
7. REASONABLE ACCOMMODATIONS		
8. TRAINING		
9. APOLOGY		
10. OTHER (Please specify)		
11. OTHER (Please specify)		
12. OTHER (Please specify)		

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PART II FORMAL COMPLAINT ACTIVITIES

PART III AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY RESOURCES

	NUMBER	PERCENT
1. WORK FORCE		
a. TOTAL WORK FORCE	133	
b. PERMANENT EMPLOYEES	131	
2. COUNSELOR		
a. FULL-TIME		
b. PART-TIME		
c. COLLATERAL DUTY	2	
3. INVESTIGATOR	*	
a. FULL-TIME		
b. PART-TIME		
c. COLLATERAL DUTY		
4. COUNSELOR/INVESTIGATOR	*	
a. FULL-TIME		
b. PART-TIME		
c. COLLATERAL DUTY		

B. STAFF TRAINING

N/A

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						

C. REPORTING LINE

1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?

YES NO

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?

PERSON:

TITLE:

*EEO counseling and investigations are provided by a private investigator, Lee Kramer Associates.

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PART IV. BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES				COLOR	RELIGION	REPRISAL	SEX				NATIONAL ORIGIN				EQUAL PAY ACT		AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE
	AMERICAN INDIAN/ ALASKA NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE				MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE	MORTAL	PHYSICAL								
A. APPOINTMENT/RECALL																							
B. ASSIGNMENT OF DUTIES																							
C. AWARDS																							
D. CONVERSION TO FULL TIME																							
E. DISCIPLINARY ACTION																							
1. REPRISAL																							
2. REPRISAL																							
3. SUSPENSION																							
4. REMOVAL																							
5. OTHER																							
6. OTHER																							
7. OTHER																							
F. DUTY HOURS																							
G. EVALUATION/PROMOTION																							
H. EXAMINATION/TEST																							
I. HARASSMENT																							
1. NON-SEXUAL																							
2. SEXUAL																							
J. MEDICAL EXAMINATION																							
K. PAY INCLUDING OVERTIME																							
L. PROMOTION/RE-SELECTION																							
M. REASSIGNMENT																							
1. DENIED																							
2. DIRECTED																							
N. REASONABLE ACCOMMODATION																							
O. REPRISAL																							
P. RETIREMENT																							
Q. TERMINATION																							
R. TERMS/CONDITIONS OF EMPLOYMENT																							
S. TIME AND ATTENDANCE																							
T. TRAINING																							
U. OTHER (Please specify below)																							
1.																							
2.																							
3.																							
4.																							
5.																							
TOTAL ISSUES BY BASES																							
TOTAL COMPLAINTS FILED BY BASES																							
TOTAL COMPLAINTS BY BASES																							

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PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

1. TITLE VII
2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3. REHABILITATION ACT
4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

0

THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	1	431	431
1. WITHDRAWALS			
2. SETTLEMENTS	1	431	431
3. FINAL AGENCY DECISIONS (B+C)			
B. FINAL AGENCY DECISIONS <i>WITHOUT</i> AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ACTIONS <i>WITH</i> AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2+3)			
1. AJ DECISION FULLY IMPLEMENTED (a+b)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b)			
(a) FINDING DISCRIMINATION (I+II+III)			
I. AGENCY APPEALED FINDING BUT NOT REMEDY			
II. AGENCY APPEALED REMEDY BUT NOT FINDING			
III. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			

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PART VII SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION DURING FORMAL COMPLAINT STAGE

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	0	
B. CLOSURES WITH MONETARY BENEFITS		\$
1. BACK PAY/FRONT PAY		\$
2. LUMP SUM PAYMENT		\$
C. CLOSURES WITH NON-MONETARY BENEFITS		
D. CLOSURES WITH COMPENSATORY DAMAGES		\$
E. CLOSURES WITH ATTORNEY'S FEES AND COSTS		\$
F. TYPES OF CORRECTIVE ACTION	NUMBER WITH MONETARY BENEFITS	NUMBER WITH NON-MONETARY BENEFIT
1. HIRE		
a. RETROACTIVE		
b. NON-RETROACTIVE		
2. PROMOTION		
a. RETROACTIVE		
b. NON-RETROACTIVE		
3. DISCIPLINARY ACTION		
a. RESCINDED		
b. MODIFIED		
4. REINSTATEMENT		
5. REASSIGNMENT		
6. PERFORMANCE EVALUATION MODIFIED		
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL		
8. ACCOMMODATION		
9. TRAINING/TUITION/ETC.		
10. LEAVE RESTORED		
11. OTHER		
12. OTHER		
13. OTHER		

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REPORTING PERIOD: FY 2007

PART VIII SUMMARY OF PENDING COMPLAINTS BY CATEGORY

	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	0			
1. COMPLAINTS PENDING WRITTEN NOTIFICATION				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY DECISION				

PART IX SUMMARY OF INVESTIGATIONS COMPLETED

		TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD	(1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL	(a+b+c)	0		
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS				
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS				
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS				
2. COST OF AGENCY INVESTIGATIONS				
3. INVESTIGATIONS COMPLETED BY CONTRACTORS	(a+b+c)	\$		
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS				
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS				
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS				
4. COST OF CONTRACTOR INVESTIGATIONS		\$		

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AGENCY OR DEPARTMENT: Surface Transportation REPORTING PERIOD: FY 2007

PART X SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0			
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED				
2. REJECTED BY INDIVIDUAL				
3. REJECTED BY AGENCY				
4. TOTAL ACCEPTED INTO ADR	0			
C. RESOURCES USED (1+2+3+4+5+6+7)	0			
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify)				
5. OTHER (Please specify)				
6. OTHER (Please specify)				
7. OTHER (Please specify)				
D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11)	0			
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify)				
9. OTHER (Please specify)				
10. OTHER (Please specify)				
11. OTHER (Please specify)				
E. STATUS OF CASES				
1. TOTAL CLOSED (a+b+c+d+e+f)	0			
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. NO RESOLUTION				
d. NO ADR ATTEMPT				
e. OTHER (Please specify)				
f. OTHER (Please specify)				
2. OPEN INVENTORY - ADR PENDING				

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PART XI SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
	0			
B. ADR ACTIONS FOR CURRENT REPORTING PERIOD				
1. ADR OFFERED				
2. REJECTED BY COMPLAINANT				
3. REJECTED BY AGENCY				
4. TOTAL ACCEPTED INTO ADR	0			

- C. RESOURCES USED (1+2+3+4+5+6+7)
1. INHOUSE
 2. ANOTHER FEDERAL AGENCY
 3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)
 4. MULTIPLE RESOURCES USED (Please specify)
 5. OTHER (Please specify)
 6. OTHER (Please specify)
 7. OTHER (Please specify)

D. ADR ATTEMPTS (1+2+3+4+5+6+7+8+9+10+11+12)

1. MEDIATION
2. SETTLEMENT CONFERENCES
3. EARLY NEUTRAL EVALUATIONS
4. FACTFINDING
5. FACILITATION
6. OMBUDSMAN
7. MINI-TRIALS
8. PEER REVIEW
9. MULTIPLE TECHNIQUES USED (Please specify)
10. OTHER (Please specify)
11. OTHER (Please specify)
12. OTHER (Please specify)

E. STATUS OF CASES

1. TOTAL CLOSED (a+b+c+d+e+f)
 - a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)
 - b. WITHDRAWAL FROM EEO PROCESS
 - c. NO RESOLUTION
 - d. OTHER (Please specify)
 - e. OTHER (Please specify)
 - f. OTHER (Please specify)
2. OPEN INVENTORY - ADR PENDING

F. BENEFITS RECEIVED

1. MONETARY (INSERT TOTAL)
 - a. COMPENSATORY DAMAGES
 - b. BACKPAY/FRONTPAY
 - c. LUMP SUM
 - d. ATTORNEY'S FEES AND COSTS
 - e. OTHER (Please specify)
 - f. OTHER (Please specify)
 - g. OTHER (Please specify)

2. NON-MONETARY (INSERT TOTAL)
 - a. NEW HIRES
 - b. PROMOTIONS
 - c. REINSTATEMENTS
 - d. EXPUNGEMENTS
 - e. TRANSFERS
 - f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS
 - g. REASONABLE ACCOMMODATIONS
 - h. TRAINING
 - i. APOLOGY
 - j. OTHER (Please specify)
 - k. OTHER (Please specify)
 - l. OTHER (Please specify)

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PART XII SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

A. BASIC ADR ORIENTATION TRAINING	NUMBER	TRAINED
N/A		

- | | |
|----|-----------|
| 1. | MANAGERS |
| 2. | EMPLOYEES |

B. EMPLOYEES THAT CAN PARTICIPATE IN ADR

NUMBER

122

NUMBER

0

C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR

1. FULL TIME
2. PART TIME
3. COLLATERAL DUTY

D. ADR FUNDING SPENT

AMOUNT

\$ 0

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2006 through September 30, 2007 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Vernon A. Williams, EEO Director

SIGNATURE OF CERTIFYING OFFICIAL:

Vernon A. Williams

TYPED NAME AND TITLE OF PREPARER:

Vernon A. Williams, EEO Director

SIGNATURE OF PREPARER:

Vernon A. Williams

DATE: TELEPHONE NUMBER: 202/245-0335

vernon.williams@stb.dot.gov
E-MAIL:

This report is due to the following address on or before October 31st:

U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507